

Final Thoughts...

While the Commission was able to accomplish much during 2015, 2016 will be an incredible year with new goals moving forward, starting with major projects in policy work and relevant community engagement initiatives.



PCOC 2015 Commissioners

- Laura Westphal
- Jennifer Singleton (Vice-Chair)
- Amran Farah
- Andrea Brown (Chair)
- Adriana Cerrillo
- Andrew Buss



Year Report
2015

Policy and Procedure Committee

The Policy and Procedure Committee was established in February 2014, and currently consists of Commissioners Buss (Chair), Singleton, and Westphal, with regular monthly meetings on the fourth Tuesday. The role of the Policy and Procedure Committee is to consider areas of concern in the Minneapolis Police Department's policies and procedures identified at regular Commission meetings, and may also arise from discussions of monthly case summaries.

2015 Programs of Research and Study

- Cultural Awareness/Sensitivity Training
- Coaching Process
- Doesn't Fit Any Crime Arrest Analysis
- Investigatory Stop Documentation Review

Additional Areas of Interest

Online Case Tracking

A tool has been developed to more efficiently and publically track the case summaries referred by the PCOC, allowing the committee and the public to identify areas of interest and potential trends that may require further in-depth research and policy or training recommendations.

Presentations to the Policy and Procedure Committee

In an effort to better understand the programs, policy, procedure and best practices followed by the Minneapolis Police Department, a number of presentations were provided to the committee. Examples included:

- Chemical Agents – Use Policy and Training
- “Doesn't Fit Any Crime” Research Methodology
- School Resource Officers
- Juvenile Diversion Program
- Juvenile Outreach Program

Outreach Committee

In 2015 the Outreach Committee organized community engagement opportunities for the PCOC and ensured that the public had a voice in shaping MPD's body camera policy. The PCOC participated in seven community events, including the Community Connections Conference, Cinco de Mayo, four Open Streets festivals, and the West Bank Riverside Community Block Party. To aid in outreach efforts, the Outreach Committee worked with OPCR staff to develop English and Spanish brochures explaining the PCOC role and complaint process, as well as giveaway items that helped raising commission awareness and were well-received by the community.

In June and July 2015, the Outreach Committee organized three successful public forums throughout the City to gather community feedback on MPD's body camera policy. The Outreach Committee also worked with OPCR staff to administer a single-question survey to 530 people, asking, “Should the Minneapolis Police Department use body cameras?” Using this community input, the Outreach Committee worked with OPCR staff to integrate community comments with best practices. The resulting Body Camera Report and Recommendations were forwarded to Chief Harteau on September 10, 2015 and presented to City Council on September 30, 2015.

The Outreach Committee looks forward to building on its 2015 efforts in 2016 to ensure community members have a voice in police policy and oversight.

A civilian voice for policing, training and community engagement

Police Conduct Oversight Commission

Minneapolis
City of Lakes



Police Conduct Oversight Commission (PCOC)

WHO ARE WE? The PCOC assures that police services are delivered in a lawful and nondiscriminatory manner by shaping police policy, auditing police misconduct cases, engaging the community in discussions of police procedure, and facilitating cultural awareness trainings for the Minneapolis Police Department.

OUR MISSION is to become a credible public body where community members take their concerns of police/community interactions and the Police Department turns to for credible feedback.

A Message from Chair Andrea Brown

I am happy to report that the PCOC has had a very meaningful and productive year! Highlights include new Research and Studies, Commissioner participation in trainings and presentations with the MPD, a multitude of outreach events and more than 110 synopses and 33 summaries of police misconduct cases audited and reviewed.

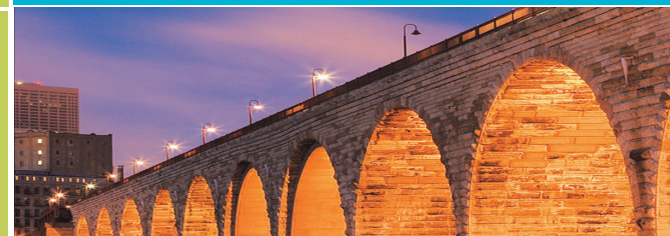
Much of the Commission's time this year was focused on the Research and Studies and one of those studies focused on Investigatory Detentions. The Study included a highly important recommendation, that the MPD begin to require the documentation of the race and ethnicity of those being stopped to ensure bias-free policing. This recommendation gained a lot of traction and is already being implemented by the MPD. Another of the Studies was on the MPD's implementation of a body camera program, and was requested by both Police Chief Harteau and Mayor Hodges. That Study produced an extensive summary of national best practices and local community input and concluded with a recommended policy for body camera use by the MPD. The entire report was positively received by community members and beyond, even garnering endorsement from the Editorial Board at the Star Tribune. Other studies looked at police cultural awareness trainings and the use of “Doesn't Fit Any Crime” designation in police reporting on arrest.

In addition to the Research and Studies, Commissioners strengthened their expertise in law enforcement issues by hearing presentations and participating in trainings with the MPD on subjects including the Office of Justice Programs, MPD Communications, School-Resource Officers, and Tactical Driver Training. Commissioners also engaged with community members by participating in many outreach events including the Twin Cities PRIDE Festival, National Night Out, Open Streets events and Listening Sessions connected to the Body Camera study. The PCOC has truly accomplished great things this year and I am so grateful to be a part of it. I look forward to continuing to provide the public with meaningful participatory oversight of police policy and procedure in the coming year, along with my dedicated fellow Commissioners. I thank you for your support.



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Fourth Quarter 2014

Year One Celebration and Cultural Awareness Study

The Commission began the Quarter by celebrating its first year of operation, at the October 2014 monthly meeting. It has been a first year filled with productive and meaningful work in providing civilian oversight for the Minneapolis Police Department.

In addition to regular case auditing and sub-committee activities, much of the Committee's focus in the final quarter of 2014 centered on a study of Cultural Awareness Training throughout the county. The report looks at training methods in cities including Saint Paul and Milwaukee, and programs such as the Department of Homeland security. Also detailed in the report, are potential training frameworks that could be implemented in the Minneapolis Police Department. The report concludes with recommendations for the MPD as to how cultural awareness training could be improved.

Recommendations included a training plan, with subjects, methods and a timeline for completion, POST required continuing education training in cultural awareness, elimination of bias or racial profiling, and reoccurring in-service training in partnership with the Commission, covering the same topics. The report was presented and adopted by the Commission at the Monthly meeting in November. In addition to the Cultural Awareness Research and Study, the Commission began work on a study of the MPD coaching procedure to be completed and presented the following quarter.



First Quarter 2015

Report on Coaching Procedures

The Commission welcomed 4 new members in the first quarter of 2015.

Much of the Commission's work in the Quarter focused on the Research Study report done on the Coaching procedure in the Minneapolis Police Department. When a complaint is filed, one of its possible outcomes is being sent to coaching, a revolutionary process developed in Minneapolis, that is meant to provide an efficient and constructive outcome for low level policy violations.

Coaching consists of sending a complaint directly to the precinct of the officer that is the focus of the complaint to address the allegations contained within. Coaching is used only for lower level violations, and if a more significant violation is discovered during the coaching process, the complaint is referred back to the OPCR. In the coaching process, it is the local precinct supervisor who determines whether policy violations have, in fact, taken place. The report looked at the duration of certain components of the Coaching process, the types of allegations sent to coaching, steps taken during the coaching process and more.

Results of the report were generally positive, showing that officers were coached for violations including language, attitude, harassment, failure to provide adequate protection, and violations of the Practice and Procedure Manual, though rates varied between types of violations and among precincts.

In other Q1 news, Commissioners attended multiple training sessions including parliamentary procedure, police culture, and various sessions at the Citizens Academy hosted by the Minneapolis Police Department.



Second Quarter 2015

Investigative Stops Research and Study

The PCOC focused in a new report in Q2 of 2015, one on investigative stops by the Minneapolis Police Department. The study focused on suspicious person stops conducted in 2014, and collecting information on whether officers documented why the stop was initiated or what occurred, duration of stops, outcomes of stops, locations of stops, and demographic information of those stopped.



Following the research conducted, the Commission made recommendations including: (1) resolve any existing barriers to documentation of why the stop was initiated and what occurred, (2) strengthen data collection regarding investigatory detentions, (3) clarify the purpose of suspicious person stops and (4) capture demographic information. 5. Plan continuing studies to measure change.

The study garnered a great deal of public attention, including media coverage. The Study has further promoted dialogue between the Commission and the MPD and with members of the public.

In addition to the work on the study, the Commission reviewed thirty case synopses and nine case summaries during Q2 2015.

Third Quarter 2015

Body Camera Implementation Research and Study

At the last PCOC meeting of Q2, the Police Chief and Mayor engaged with the PCOC on the issue of body camera implementation in the MPD. The Commission then launched a Research and Study aiming to receive significant public input on the MPD Body Camera Standard Operating Procedure, research best practices on body cameras, and provide a revised policy to the MPD in advance of their deployment of the cameras.

The PCOC held three community listening sessions, in three different neighborhoods, to collect community comments, and conducted multiple months of in-depth best practices research. Out of all of it, came a detailed report and Body Camera Standard Operating Procedure with the Commission suggested revisions and additions. The report and updated procedure were presented at the September 2015 Commission meeting, another meeting with a heavy presence from the media and members of the public. The Commission adopted the report and recommendations in the same meeting submitted the recommendations to the Chief of Police. Commissioner also presented the report to the City Council's Public Safety, Civil Rights & Emergency Management at their bi-monthly meeting on September 30th.



Fourth Quarter 2015

Doesn't Fit Any Crime Study and Work Moving Forward

During the October 13, 2015 Commission meeting, the MPD leadership informed the Commission that recommendations from the Investigative Stops study will be implemented. Officers will now be required to document reasons for suspicious person stops and outcomes as well as demographic information about those stopped. The Commission received its fifth completed study during the December 2015 meeting. The study analyzed a variety of factors in arrests for "Doesn't Fit Any Crime" or "miscellaneous." The study again reinforced the need for documentation of ethnicity in reports.

The Commission launched an important research and study project in response to concerns raised by StampMN regarding the treatment of those experiencing mental health issues. While the study is in its infancy, it aims to provide significant improvements in service to those in need. OPCR analysts are currently developing methodology for the study to be finalized in Q1 2016.